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ALBERTA FOUNDATION FOR NURSING RESEARCH

ANNUAL REPORT

March 31, 1985

TABLE OF CONTENTS

Introduction

Chairman's Report 3
History of the Foundation 5
Board of Directors - Terms of Reference 5

Foundation Activities

Board of Directors' Report 7
Scientific Review Committee's Report 8
Visibility Committee's Report 9
Annual Evaluation 10

Research Activities

1984 Awards 11

Financial Statement

Grants 13
Administrative Expenses 14

Appendix

Members of the Board and Scientific Review Committee 15
Grant Categories 16

INTRODUCTION

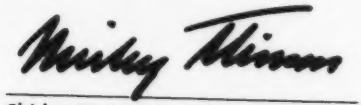
Chairman's Report

The Foundation's second year of operation, reported here, is characterized by an increased number of grants awarded (15 as compared to seven); an increase in the total funding awarded ($65,300 compared to $19,000); an increase in the maximum amount of the Research Project category (from $25,000 to $50,000); and the establishment of two new grant categories. Additionally, in the second year of operation, the maximum time period for all categories of grants was increased from one to two years, experience having indicated that a longer time frame is needed by many recipients. These developments reflect an increase in the amount of nursing research activity in the Province, and stand as testimony to the Board's continued efforts to respond to the needs of beginning and established nurse researchers in Alberta.

The two new categories are the Research Support Service and the Post-Masters' Research Traineeship grants, both of which have maximum funding of $25,000. The former is aimed at providing services which will assist nurses in the development and conduct of nursing research; the latter is aimed at assisting nurses prepared at the graduate level to obtain advanced research experience, the funds being used to provide candidates with release time from their current employment. These new categories constitute additional ways and means of assisting nurses to develop their research skills and research potential.

Appreciation is extended to Board members for their continued work in pioneering the development of nursing research in Alberta; to the Scientific Review Committee, chaired by Dr. J. MacPhail, for its expertise and its commitment to developing and maintaining solid scientific standards; to the Visibility Committee, whose work is so vital in communicating the objectives and grant programs of the Foundation; and to the Minister and Deputy Minister of Advanced Education and members of the Secretariat and Communications Branch for their firm support. I should like to add a special thank-you to Dr. M. Scott Wright and Mrs. F. Harrison for their stellar contributions to the Board over its first two years of operation, and to Dr. MacPhail for taking on the additional responsibility of being Vice-Chairman for the period from July to December, 1984.

It is clear that the process of developing nursing research is dynamic. The Foundation must therefore continue to develop creative responses to changing needs. However, it is apparent that one need, still unmet, is unlikely to change over the next several years: the need for a nurse researcher to serve as Director. In October, 1982, the Board identified the need for such a position, the aim being to provide Alberta nurses with expert consultation and selected educational services, in various employment settings throughout the Province. Given the relatively few proposals received to date from nurses in health care agencies, the lack of such a Director continues to be a major impediment to a wide range of nurses becoming involved "first hand" in nursing research. It is the Board's hope that Alberta will now take the lead in providing nurses throughout the Province with this kind of expert knowledge and advice. This is a measure which will require special funding, and we respectfully urge the Government to enable the Foundation to secure this appointment.



Shirley M. Stinson, RN, Ed D, LLD
Chairman

History of the Foundation

The Government of Alberta has been vitally concerned with the issue of providing high quality nursing care for the past 10 years. The Alberta Foundation for Nursing Research was the result of investigations and recommendations in the nursing field over this period. The work began in 1975 when the Alberta Task Force on Nursing Education was formed. The Task Force was given the responsibility of examining nursing education in a broad context and of making recommendations at all levels to improve nursing care. At the completion of their investigations, the Task Force made 80 recommendations to Government officials. These recommendations included: the need for the development of a master's degree program at the University of Alberta and the University of Calgary; financial support of doctoral degree students; a research component to the baccalaureate curriculum; and an upgrading of the minimum education levels for practising nurses and nurse educators.

In 1977, the Government of Alberta published a Position Paper on Nursing Education in response to the Task Force Recommendations. The position paper stated that the Government recognized the need for an increased number of nurses prepared at the graduate level, and that all existing routes for financial support and program availability for higher education would be explored and facilitated. The University of Alberta was given approval for a Master's of Nursing degree program in 1975. The University of Calgary received approval for their Master's program in 1981. With the commencement of the graduate programs came an increase in the potential nursing research activities in the Province.

In 1978, a small funding program for nursing research was established by the Alberta Association of Registered Nurses (AARN). This program strongly suggested that nursing research could have a wide impact on the improvement of nursing care, but substantial funding was needed. In 1981, a plan for the systematic development of nursing research was proposed by the AARN. The plan called for an "Alberta Nursing Research Institute" as a university based organization jointly operated by the Universities of Alberta and Calgary. The AARN looked to the Government of Alberta for support for this Institute.

In 1981, the Government responded to the need for nursing research by setting aside one million dollars specifically for this purpose. The Nursing Manpower and Education Implementation Committee was charged with the responsibility of advising the Government with respect to the establishment and ongoing development of a suitable framework for the nursing research fund. The Implementation Committee considered the issue in some detail to ensure that the funds were used in the most effective and efficient manner possible for the advancement of nursing research. The Committee recommended that an independent nursing research body be established, called the "Alberta Foundation for Nursing Research" (AFNR). In October, 1982, the Foundation was established to administer the one million dollar fund over the following five years.

Board of Directors - Terms of Reference

On October 6, 1982, James D. Horsman, Minister of Advanced Education and Manpower, established a Board through Ministerial Order to be called the Alberta Foundation for Nursing Research. A Board of Directors was established for the Foundation with the following representation:

The University of Alberta	2
The University of Calgary	2
The University of Lethbridge	1
The Alberta Association of Registered Nurses	2
Government Appointed Members-at-Large	3
The Alberta Hospital Association	1
The Alberta Public Health Association	1

The Chairman was appointed from the individuals chosen as representatives for the above positions. Each Board member was appointed for a specified term, with members being replaced on a staggered basis. A list of the Board Members is provided in the Appendix.

The Board was given the authority to make rules governing the calling, procedure, and conduct of meetings and other matters pertaining to the Foundation's business and affairs. The Board was requested to identify the areas of nursing research worthy of support and to provide a mechanism for evaluating research proposals and distributing funds. In order to enhance the development of nursing research and promote the integration of nursing research, practice, education and administration, the Board was given authority to engage in the following activities:

i) improvement or development of nursing research communication networks;

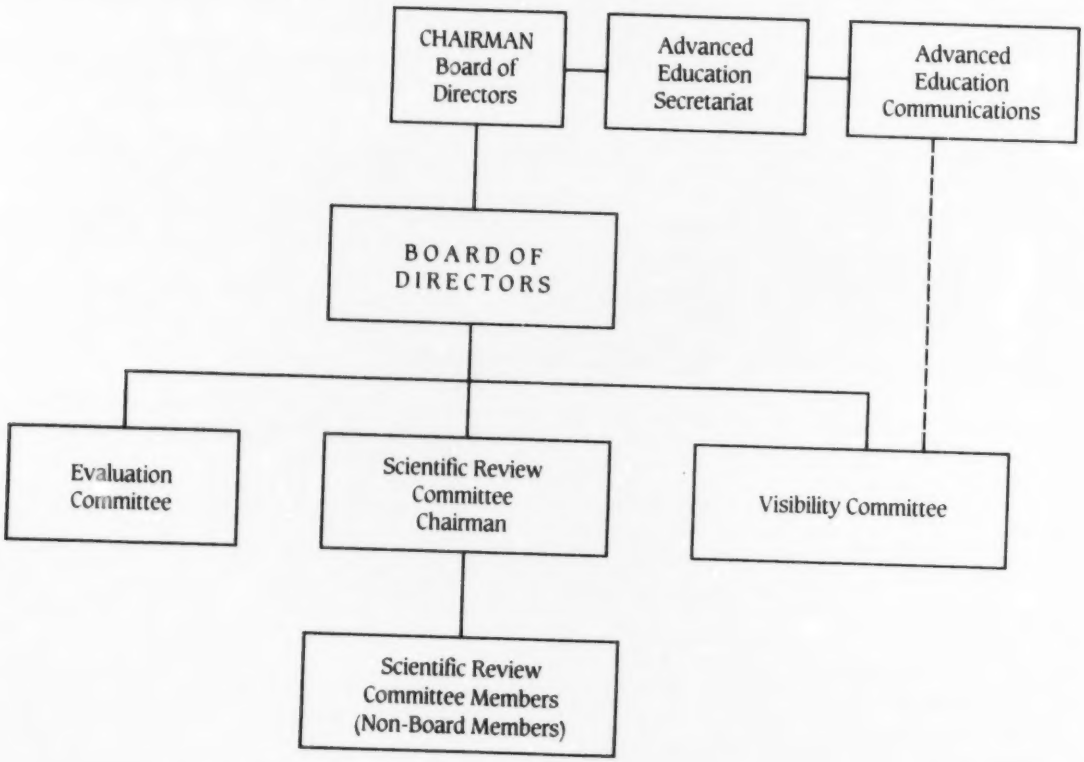
ii) provision of consultation amongst those engaged in nursing research;
iii) development and expansion of research training for nurses;
iv) raising of funds from private sources for nursing research; and
v) facilitation of collaboration and active participation between universities and clinical agencies in nursing research.

Administrative support for the Foundation is provided by the Department of Advanced Education through an executive secretariat consisting of a senior program consultant, a research officer, and a clerk-typist. The organizational structure of the Foundation is shown in Figure 1.

Figure 1

Alberta Foundation for Nursing Research

ORGANIZATIONAL STRUCTURE



FOUNDATION ACTIVITIES

Board of Directors' Report

During the Foundation's second year of operation, the Board of Directors met on two occasions to conduct Foundation business: May 30, 1984 and October 10, 1984. Dr.S. Stinson, Chairman of the Foundation, was on sabbatical leave from July 1 to December 31, 1984. Dr. J. MacPhail was appointed Vice-Chairman for this period and assumed the Chairman's role during Dr. Stinson's absence.

The Foundation's priorities for the 1984/85 year were threefold: to provide a scientifically sound and professionally relevant nursing research funding program; to pursue ways of funding and recruiting a Director; and to further explore the relationship of nursing research to the promotion and development of science policy in Alberta. The Board's activities during this period were indicative of the priorities set forth for the year.

Grant Categories and Guidelines

Significant refinements were made by the Board in the area of grant funding. The changes incorporated into the guidelines provided a flexible yet vitally relevant nursing research funding program.

The Research Project grant limit was raised from $25,000 to $50,000, to promote the development of larger scale research projects. The grant funding period was extended from one to two years, to provide a more flexible time span in which research activities may be carried out. To accommodate the fluctuating commitments of university based researchers, institutional based researchers, and student researchers, the Board approved two annual submission deadlines. The competition dates will be March 1, as in previous years, and October 15.

Arising from recommendations of the Scientific Review Committee (SRC), the Board of Directors developed two new grant categories, which will be operational for the October 15, 1985 competition. The SRC suggested a research development grant be considered for the purpose of increasing research competence within the nursing profession. The Board agreed that a new grant category could be used to provide readily available consultation to qualified nurse researchers who are not submitting proposals due to a lack of experience or available guidance. A sub-committee was appointed to identify and refine possible alternative grant categories.

Two new grant categories were suggested by the sub-committee. The first was a "Research Support Service" which would provide partial salary replacement for an experienced nurse researcher to assist nurses with their research activities. The second was a "Post-Masters' Research Traineeship" which would provide release time to allow inexperienced nurse researchers to train with an established nurse researcher on a researcher project, and to take related course work.

A detailed description of the grant categories available for the March 1, 1984 competition, and the new grant categories, is provided in the Appendix.

Director

The Board continued to support the Foundation's need for a Director. The Director would be an expert nurse researcher who would provide consultation and education services to assist nurses in developing solid research proposals, communicate nursing research, and coordinate public relations and administrative affairs. The Board was unsuccessful in obtaining funds for this position from the Government in the 1984/85 fiscal year.

Other sources of funding were sought, and the potential for some assistance from the Alberta Heritage Foundation for Medical Research (AHFMR) was established. The AHFMR provides funds for senior scientists; however, the scientist is required to spend the major portion of his or her time on research investigation, with only a small portion of time allotted to providing consultation services. Furthermore, AHFMR requires that the scientist be from out of province to increase Alberta's research resources. The Board was unsuccessful in 1984/85 in finding a nurse researcher who met AHFMR qualifications and who was willing to relocate.

Research and Science Policy in Alberta

To acquaint the Board with research and science policy in Alberta, Dr. Stinson invited Dr. H. Kolesar,

Deputy Minister of Advanced Education, to speak at the January 17, 1984 Board meeting. Dr. Kolesar's presentation included information on Government research and science policy committees and major independent research councils and institutions in Alberta, implications of science policy for the Alberta Foundation for Nursing Research, and activities the Foundation should be conducting in relation to science and policy formation in Alberta. The recommended activities included effective administration of the Foundation, and increased public awareness of nursing research activities and their benefits to the Province.

Bearing in mind Dr. Kolesar's recommendations, the Board conducted an annual evaluation to assess its activities, and approved the development of a new visibility campaign. As well, the Board continued to obtain and discuss science and research policy information.

Annual Evaluation

The annual evaluation was designed as a self-evaluation process to ensure that the Foundation was conducting its activities, and meeting its objectives, in an efficient and effective manner. The evaluation utilized a self-evaluation questionnaire and tabulation of data from Foundation files.

The evaluation covered the period from October 13, 1982 to March 31, 1984. Questionnaires were completed by Board members and returned to the Advanced Education Secretariat. The Secretariat compiled and analyzed the data, and prepared a report which was reviewed and approved by the Board.

Visibility

The Visibility Committee continued its role of creating awareness of the Foundation and promoting nursing research activities. The Committee pursued the development of a cohesive image for the Foundation through the use of stickers, pins, brochures, posters, research news publications, and the purchase of a second display unit. The Committee and Board Chairman in conjunction with the Communications Branch of Advanced Education, held a news conference to announce the 1984 grant recipients. The Committee, also in conjunction with the Communications Branch staff, sought and received approval for a visibility campaign. The campaign was designed to maintain media interest while increasing public awareness of nursing research and its benefits to nursing care.

March 1, 1984 Grant Competition

The Foundation's second grant competition closed March 1, 1984 with 22 proposals being submitted. Twenty-one of the proposals met the minimum Foundation requirements and were forwarded to the Scientific Review Committee (SRC). The Committee provided to the Board a summary review of each proposal in addition to their recommendation regarding funding of the proposal. The Board reviewed the summary critiques and recommendations, and approved funding for 15 of the 22 proposals.

After completing the review process, the Board and SRC identified a number of difficulties with the guidelines and grant category requirements. The guidelines and grant category requirements were therefore revised for the March 1, 1985 competition.

Scientific Review Committee's Report

The Scientific Review Committee (SRC), chaired by Board member Dr. J. MacPhail, is composed of three nursing research professionals, and one non-nursing research professional. The SRC members were chosen from nominations submitted to the Foundation, and are not Board members. The SRC was established to act in an advisory capacity to the Board of Directors. A list of the Scientific Review Committee members is provided in the Appendix.

The SRC is responsible for assessing proposals received by the Foundation to advise the Board on the funding of scientifically sound research proposals consistent with the aim and objectives of the Foundation. Specifically, the committee is required to:

i) have a primary and secondary reviewer assess each proposal for scientific merit and relevance to nursing;
ii) have two external reviewers assess each proposal for scientific merit and relevance to nursing;
iii) provide to the Board a summary critique which reflects the overall assessment of the Committee and external reviewers; and
iv) provide to the Board a recommendation on the funding of the proposal.

The SRC makes one of four recommendations to the Board of Directors.

1. Recommend funding.
2. Recommend funding contingent upon satisfactory response to the items raised by the SRC.
3. Recommend not funding, but encourage resubmission after consideration of the SRC's comments.
4. Recommend not funding.

Proposals from the March 1, 1984 competition were reviewed by Committee members, and subsequently discussed at the May 7, 1984 SRC meeting. The Chairman of the SRC prepared a summary of the reviewers' comments for each proposal. The summaries were presented to the Board of Directors at their May 30 meeting, in conjunction with the SRC's recommendation. The SRC summaries were also available for all applicants wishing to receive feedback on their proposals.

The SRC made a number of recommendations to the Board of Directors regarding the grant guidelines following the May meeting. It was from these recommendations that the new 'Research Development Grant' category arose.

The two SRC members appointed for a one-year term were asked to consider reappointment for another two-year term. Dr. J. Chapman accepted the reappointment. Dr. Ian Whishaw declined and was replaced by Dr. M. van Manen.

Visibility Committee's Report

The Visibility Committee was originally formed to advise the Board of Directors on the selection of a logo for the Foundation. The Committee's mandate later expanded to include publicity and promotional activities. The Communications Branch of Advanced Education worked closely with the Committee members to assist them in their efforts to increase the Foundation's visibility. Committee members included Mrs. M. King Collier (Chairman, March to October, 1984) and Mrs. F. Harrison (Chairman, October, 1984 to February, 1985).

A number of techniques were used by the Visibility Committee to increase awareness of the nursing research foundation in the Province. The Committee developed a cohesive image for the Foundation through the use of the Foundation colours and logo on all their printed material. The material included letterhead, envelopes, stickers, research news masthead, news release masthead, shrink-wrapped posters and the Annual Report. The Committee had lapel pins made, using the Foundation's logo, and a second display unit was produced. This material, along with the Foundation's brochure, was displayed and items were distributed at conventions, conferences, and health care institutions throughout the Province, whenever possible.

With the addition of a second display unit, it was possible to circulate the displays throughout the southern and northern regions of Alberta simultaneously. The display unit in the southern region was on display at the Calgary General, the Tom Baker Cancer Centre, Foothills Hospital, Calgary Children's Hospital, the University of Calgary, Lethbridge Regional Hospital, and the University of Lethbridge. The display unit in the northern region was on display at the Cross Cancer Institute, the Royal Alexandra Children's Pavilion, the University of Alberta, as well as at the Nurse Theorist Conference, the AARN Convention, and the AHA Conference. Of particular note is the national and international coverage which was obtained for the Foundation at the Nurse Theorist Conference. The Conference had participants from 16 countries, and included representatives from 36 American states and nine Canadian provinces.

Prior to the March, 1984, and March, 1985, competitions, the Foundation ran an advertisement in the AARN newsletter, notifying nurses of the Foundation's deadline. This newsletter is received by more than 20,000 Registered Nurses in Alberta. After the selection of awards was made by the Board of Directors, the Communications Branch staff organized a news conference to announce the grant recipients. A pre-conference release and media kit were prepared and circulated to the Alberta media. The media kit highlighted research projects of interest to the public. The news conference was held June 22, 1984 with Dr. Stinson announcing the awarding of 15 grants.

Media coverage of the awards included: CITV and CBC T.V.; CISN, CJSR, K97, CBC, CBXFT and CKO radio; and articles in the Edmonton Journal, the AHA publication, the AARN newsletter and the University of Alberta Folio.

In an attempt to maintain media interest and visibility for the Foundation between grant competitions, the Communications Branch staff proposed a visibility campaign. The campaign was designed to increase public awareness of the effect nursing research can have on nursing care, and to identify important areas of nursing which could benefit from investigation. The staff proposed to increase awareness through feature articles in national or provincial magazines, and through appearances of the Board Chairman on talk shows.

The Board gave their support to the campaign. The Communications staff began immediately to arrange meetings to gather background information. In November, 1984, the staff met with individuals from the University of Calgary, Foothills Hospital, research representatives from Calgary hospitals, and Calgary nursing administrators. Considerable material was obtained. The material was summarized and priorized for present and future nursing research articles. Three feature articles were developed and finalized for distribution.

Annual Evaluation

The annual evaluation originated from the Board's recognition of the need for a self-evaluation mechanism that would enable them to assess the performance of the Foundation on an annual basis. The evaluation developed for this purpose consisted of three sections:

1. Evaluation of the attainment of the Foundation objectives.
2. Evaluation of the administration of the Foundation.
3. A profile of the investigators applying for and receiving funding.

The first annual evaluation was conducted for the period of October 13, 1982 to March 31, 1984.

Section One of the report showed that while the Foundation certainly provided significant support to nursing research activities in Alberta, there were several areas which required reflection and further consideration by the Board. Specifically these areas were: the nature of the conference/workshop category; the nurse's need for release time to conduct research; and the need to communicate to the public the importance of nursing research.

Section Two indicated satisfaction with the administrative component of the Foundation although some difficulties were experienced initially. Administrative funding was perceived as adequate; however, the need for an Executive Director was repeatedly noted.

Section Three provided base line data for future evaluations. It also showed that only 15 per cent of hospital- and community-employed nurses who applied for funding were successful, while 83 per cent of university faculty applying for funding were successful. Thus, the need to provide assistance to nurse researchers in non-academic positions was identified.

RESEARCH ACTIVITIES

The proposals which were approved for funding from the applications received for the March 1, 1984 Foundation competition are listed below.

1984 Awards

Investigator(s) Affiliated Institution/Agency	Project Title	Grant Awarded
Research Project		
Dr. P. Giovannetti, Dr. J. Kerr Faculty of Nursing University of Alberta	Measuring Quality of Nursing Care: Analysis of Reliability and Validity of Selected Instruments	$ 25,000
Facilitation Grants		
Ms. K. Olson, Ms. C. Park Faculty of Nursing University of Alberta	Factors Common to Clients Repeatedly Readmitted to Psychiatric Institutions	$ 1,810
Dr. P. Field, Ms. J. Ligowski, Ms. C. Kyriakides-Cheeseman Faculty of Nursing University of Alberta	Development of a Funding Proposal for a Multidimensional Study of Infant Colic	$ 2,486
Ms. M. Mills, Ms. M. Masson Edmonton Local Board of Health	Recognizing Visual Problems	$ 2,500
Ms. M. Wales Faculty of Nursing University of Alberta	Fears of Myocardial Infarction Patients: A Pilot Study	$ 2,500
Conference		
Dr. J. Kerr Faculty of Nursing University of Alberta	International Nursing Research Conference 1986	$ 25,000
Student Research Bursaries		
Ms. C. Stainton School of Nursing University of California	Doctoral Dissertation: The Genesis of Attachment: The Nature of the Pre- and Post-Birth Experience Between Mother and Infant as Precursor to a Synchronous Relationship	$ 1,000

Investigator(s) Affiliated Institution/Agency	Project Title	Grant Awarded
Student Research Bursaries (cont.)		
Ms. D. Elliott Dept. of Educational Administration University of Alberta	Doctoral Dissertation: An Inquiry About Planned Change: The Development and Implementation of a Teaching Program for Patients with a Chronic Illness	$ 1,000
Ms. A. Molzahn Faculty of Nursing University of Alberta	Master's Thesis: Perceived Quality of Life: The Dialysis Experience	$ 500
Ms. S. Hayward Faculty of Nursing University of Alberta	Master's Thesis: Maternal Reports of the Home Monitoring Experience, Mother-Infant Interaction and the Home Environment	$ 500
Ms. I. Campbell Faculty of Nursing University of Alberta	Master's Thesis: Postpartum Sleep Patterns of Mother-Infant Dyads and the Influence of Sleep Patterns on Mother-Infant Interaction	$ 500
Ms. E. Thauberger Faculty of Nursing University of Alberta	Master's Thesis: Diagnostic Reasoning in Clinical Nursing: An Analysis of Cognitive Strategies	$ 500
Ms. L. Youell Dept. of Health Services Administration and Community Medicine University of Alberta	Master's Thesis: Ethical Problems Faced by Nursing Administrators	$ 500
Ms. W. Hurtig Dept. of Educational Psychology University of Alberta	Master's Thesis: Death Education for Nurses	$ 500

FINANCIAL STATEMENT

Grants

The Foundation was given a one million dollar budget for a five-year period. Any grant monies not expended within one fiscal year are then rolled over for use in later years. In the 1984/85 fiscal year, $200,000 was reserved for grants. The following table shows the grant funds awarded during the 1984/85 period. (Ten per cent of grant funds are retained pending receipt of the investigator's final report.)

Table 1: Summary of Funds Committed and Disbursed From April 1, 1984 to March 31, 1985

Category	Funds Committed	Disbursements April 1/83-March 1/84	Balance Owing
Research Projects	$25,000	$22,500	$2,500
Demonstration/ Evaluation Projects	$ -	$ 126*	$ -
Facilitation Grants	$ 9,296	$ 8,366	$ 930
Conferences/Workshops	$25,000	$22,500	$2,500
Student Research Allowances	$ 5,000	$ 5,000	$ 0
Research Fellowship	-	-	-
TOTAL:	$64,296	$58,492	$5,930

*Final 10 per cent payment on a 1983/84 award.

Administrative Expenses

The Department of Advanced Education provides a separate administrative budget to the Foundation. The following table shows the Foundation's administrative expenses for the 1984/85 fiscal year.

Table 2: Statement of Administrative Expenses To March 31, 1985

Honoraria	$ 2,659.50
Board Meeting Expenses	$ 3,040.61
Scientific Review Committee Meeting Expenses	$ 1,846.34
Advertising	$ 2,748.00
Publicity Material and Printing	$ 2,881.02
Supplies	$ 138.00
Postage	$ 468.16
Miscellaneous	$ 254.45
TOTAL:	$14,036.08

APPENDIX

Members of the Board and Scientific Review Committee

Board of Directors

Name	Representing	Term
Dr.Shirley Stinson, Chairman	University of Alberta	3 years
Dr. Jannetta MacPhail	University of Alberta	5 years
Dr. Margaret Scott Wright (March - Dec. 1984)	University of Calgary	5 years
Dr. Joy Calkin (Jan. - March 1985)	University of Calgary	3 years
Mrs. Margaret King Collier	Alberta Public Health Association	3 years
Dr. Kathryn Hannah	University of Calgary	3 years
Mrs. Fernande Harrison (March 1984 - Feb. 1985)	Alberta Hospital Association	3 years
Dr. Gerald Kenyon	University of Lethbridge	4 years
Dr. Janet Kerr	Alberta Association of Registered Nurses	5 years
Dr. June Kikuchi	Alberta Association of Registered Nurses	3 years
Mr. Sid Vandermeulen	Public	4 years
Mrs. Islay Arnold	Public	5 years
Mrs. Mary Knox	Public	5 years

Scientific Review Committee

Name	Institution	Term
Dr. Jannetta MacPhail, Chairman	University of Alberta and AFNR Board Member	2 years
Dr. Jacqueline Chapman	Faculty of Nursing University of Toronto	2 years
Dr. Joan Shaver	Department of Physiological Nursing University of Washington	2 years
Ms. Norma Thurston	Nursing Research Coordinator Foothills Hospital	2 years
Dr. Ian Whishaw (March - Sept. 1984)	Department of Psychology University of Lethbridge	1 year
Dr. Max van Manen (Sept. 1984 - March 1985)	Department of Secondary Education University of Alberta	2 years

Grant Categories

The Foundation accepted proposals in the following categories for the March 1, 1984 competition.

Research Projects - Original investigations, replication studies or studies using existing data which apply to the solution or management of problems pertaining to nursing practice. Maximum grant $25,000.

Demonstration/Evaluation Projects - Projects which involve the implementation and evaluation of innovations in the organization and delivery of nursing care or education. Maximum grant $25,000.

Facilitation Grants - To enable the development of interesting ideas into feasible research grant proposals concerning nursing practice and education. Maximum grant $2,500.

Conferences/Workshops - To conduct provincial, national or international conferences or workshops which are designed to facilitate and/or communicate the development of nursing research. Maximum grant $25,000.

Student Research Bursary - To assist baccalaureate degree nursing students or Registered Nurses enrolled in master's or Ph.D. programs to meet research related expenses incurred while conducting independent investigations (project, thesis, dissertation). Grants: Ph.D. $1,000; Masters $500.

The following two categories were added for the October 15, 1985 competition.

Research Support Service - To establish or strengthen institutional research development programs. The grants will provide research support services within an institution, or between two or more institutions. Maximum grant $25,000.

Post-Masters' Research Traineeship - To assist nurses prepared at the graduate level in obtaining advanced research experience. The funds will be used to provide candidates with release time from their current employment. Maximum grant $25,000.